

How Cognitive Ability Impacts Job Performance





Are Cognitive Skills Important for Predictable Job Performance?

Cognitive ability has been widely recognized as the most important indicator of job performance. Most organizations consider cognitive ability as a benchmark for recognizing a candidate's ability to perform at the job. Blending practical abilities with general aptitude, pre-employment cognitive aptitude tests are highly successful at identifying the candidates who are most likely to succeed in their positions.



“ Cognitive ability is the most important cause of job performance and that the relationship between ability and performance is stable over time ”

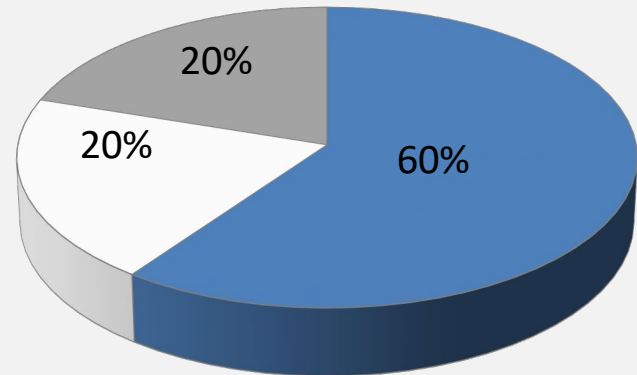
Frank L. Schmidt



Problems Faced with New Hires in IT companies

- **60 %** of Project Managers faced a problem of under performance, **“candidates who were identified as very promising during job interviews are not able to perform effectively on the job”**.
- **20%** of Project Managers observed that **“few project team members find it difficult to complete same task, while others excel at it”**
- **20%** of Project managers mentioned **“few project team members are able to excel in new roles while others struggle to complete the new role and responsibilities.”**

At Interview Mocha, we studied 1300+ IT services companies all over globe and tried to understand the major problems they faced with new hires.

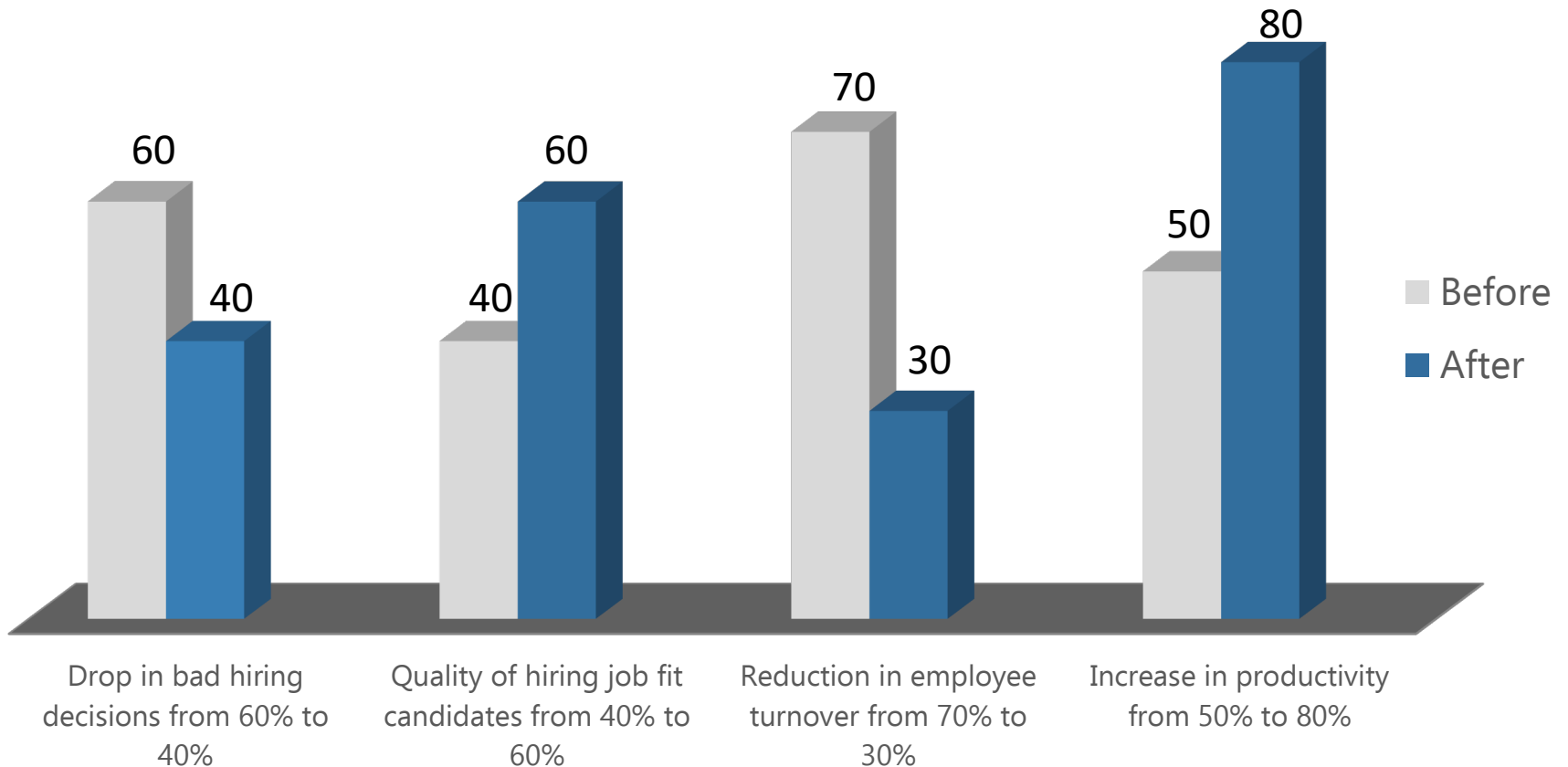


- Failed To Perform
- Failed To Learn Fast
- Low Competency



After using pre-employment Aptitude tests as along with other job skill tests

We then went on to analyze the on job performance of 1000+ candidates hired after taking their cognitive ability tests and allocated job roles according to the suggestions of the cognitive skill assessment reports provided by Interview Mocha.





98% Hiring Managers found Aptitude tests extremely useful in assigning job roles in their teams, and told us that this improved the team's performance as a whole.



“Entry level software engineers must have strong cognitive abilities in order to succeed. Once we started using Interview Mocha we have found that our fresh engineers are more suited to the demands of the job.”

Ganesh Kulkarni
HR - Nihilent



Interview Mocha Introduces – Right Aptitude Mix for your IT Job Roles.



After careful calibration and benchmarking the results of aptitude assessments of job candidates, companies can find their own recipe of the right aptitude skill mix.

At Interview Mocha, we prepared assessment analytics for our 300+ IT services clients individually. Combined study of this analytics reaffirms cognitive ability test reports and their correlation with the job performance of the candidate over the years.



17 Popular IT Job Roles & Cognitive Skills Range Where The Candidates Showed Best On-job Performance

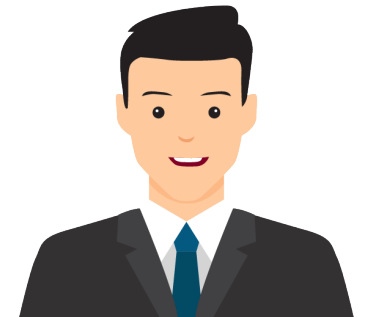
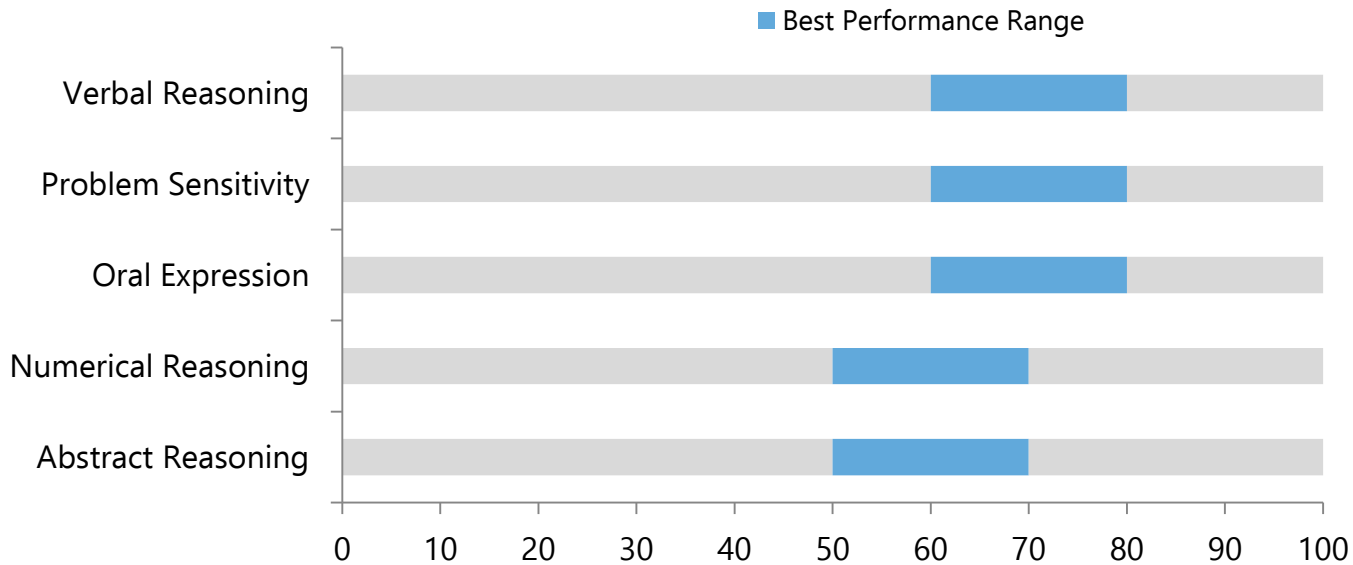
Mocha analytics team found a general pattern that signifies that each job requires a different set of cognitive abilities to perform well in that Job. And therefore we present you the aptitude skill mix of 17 most popular IT job roles , that might help you in making the right hiring decisions.

We have mapped these cognitive skills to different job roles based on our research study and represented graphically for ease of understanding. The highlighted area represent % of skills that are required for specific job role and anything below highlighted area would be an average scale.



17 Popular IT Job Roles And Cognitive Skills Best Performance Range

Cognitive Skills Score for Web Developer

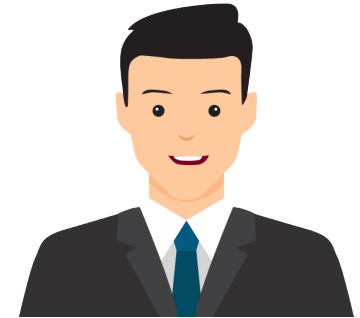
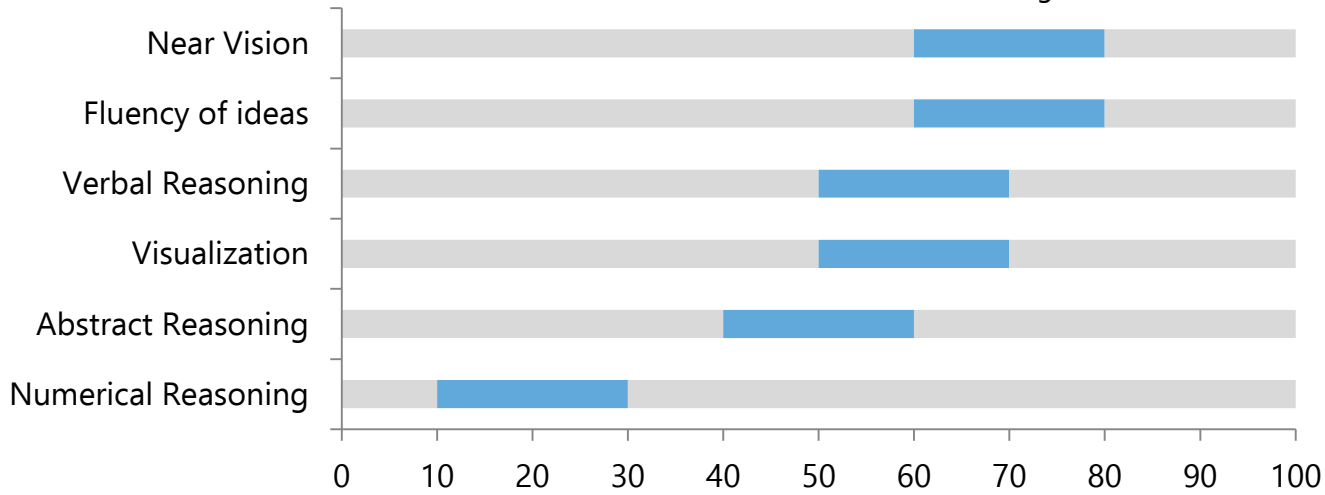


Web Developer



Cognitive Skills Score for Web Designer

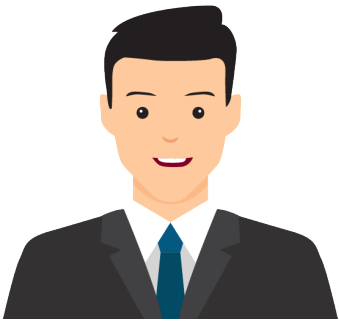
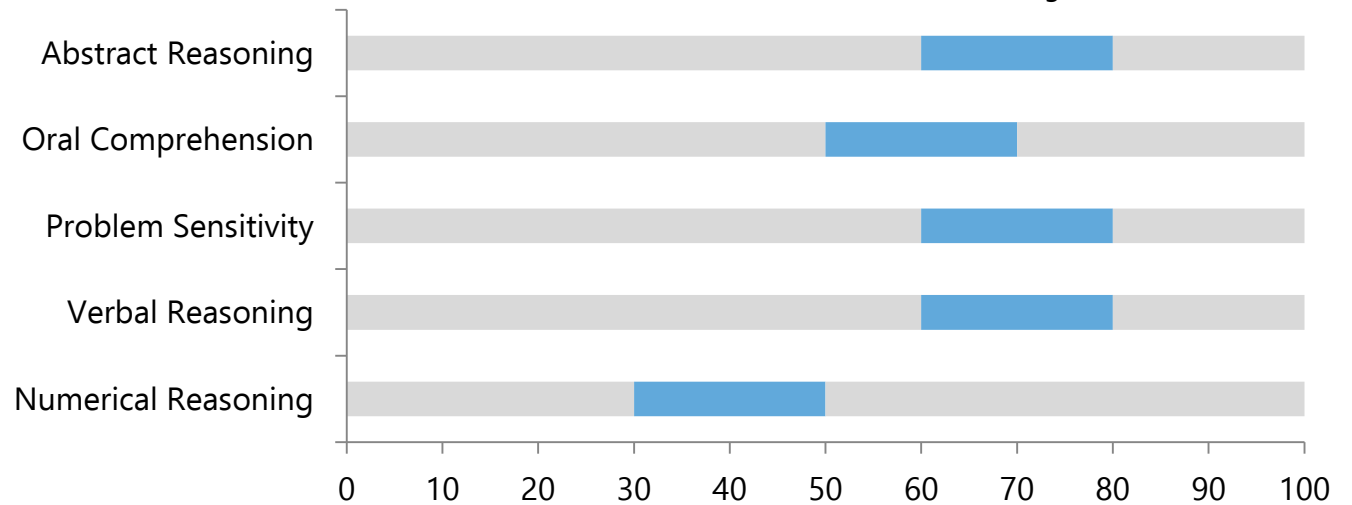
■ Best Performance Range



Web Designer

Cognitive Skills Score for Software Tester

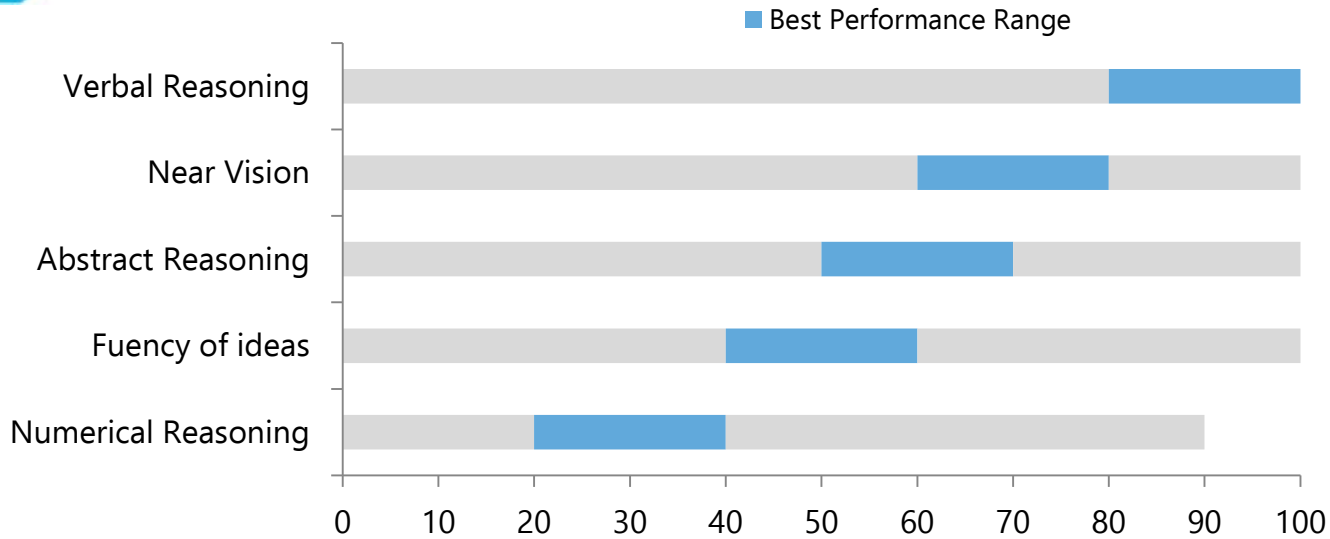
■ Best Performance Range



Software Tester

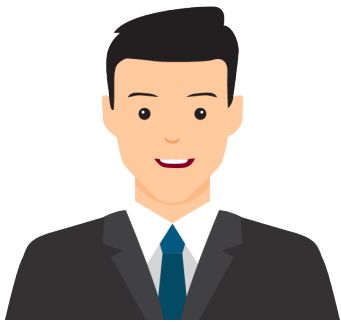
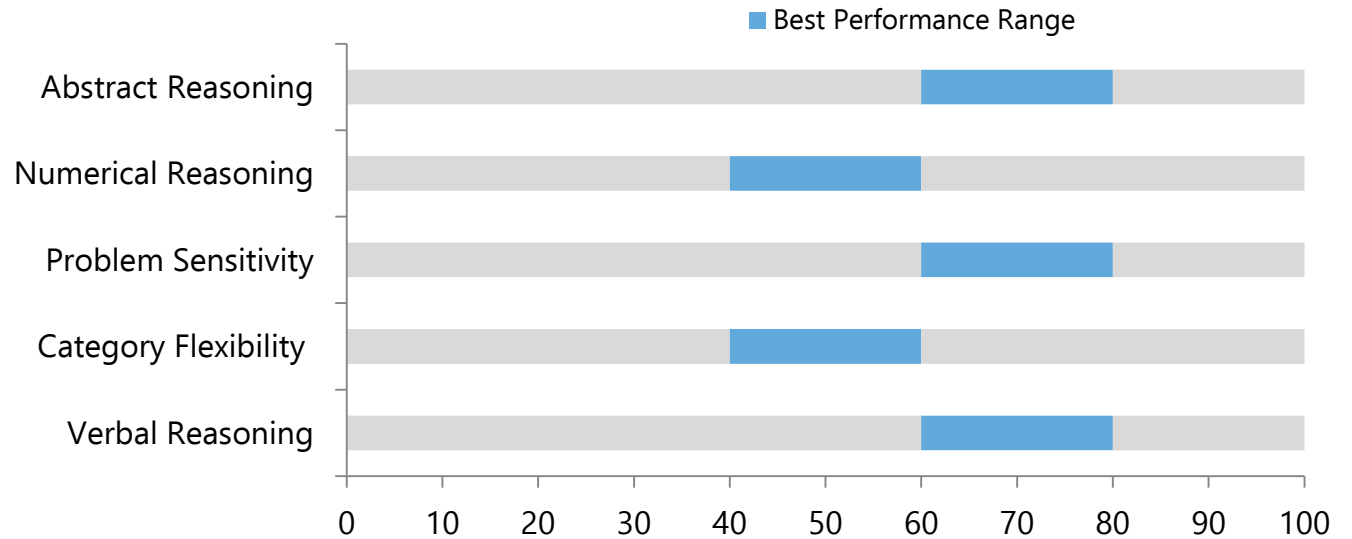


Cognitive Skills Score for Technical Writer



Technical Writer

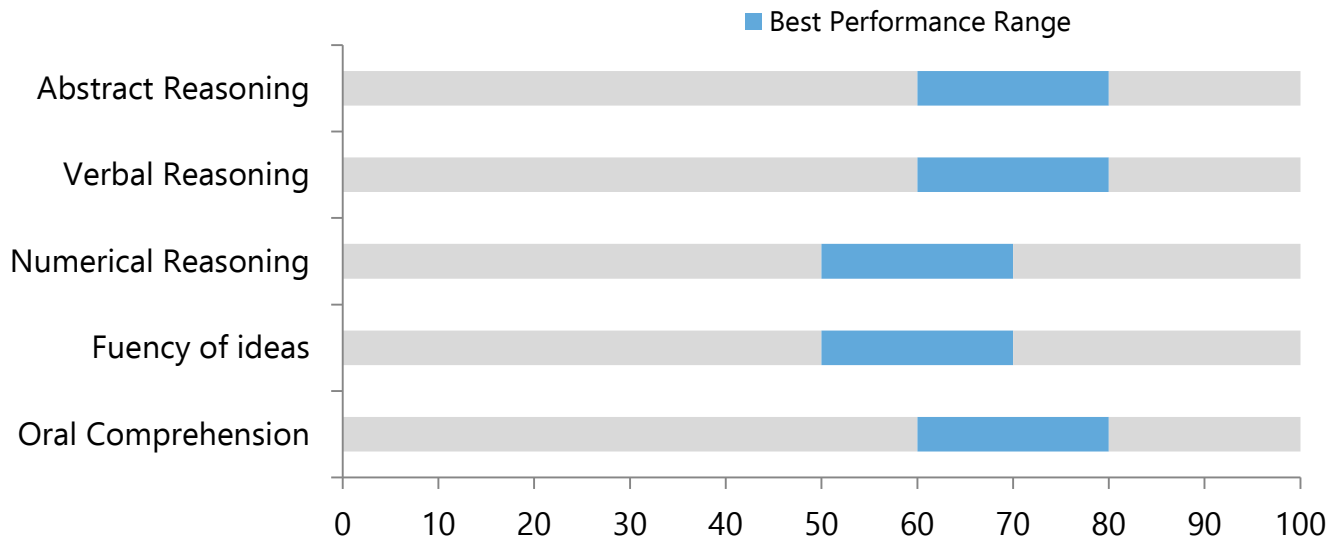
Cognitive Skills Score for Network Engineer



Network Engineer



Cognitive Skills Score for System Integration Engineer

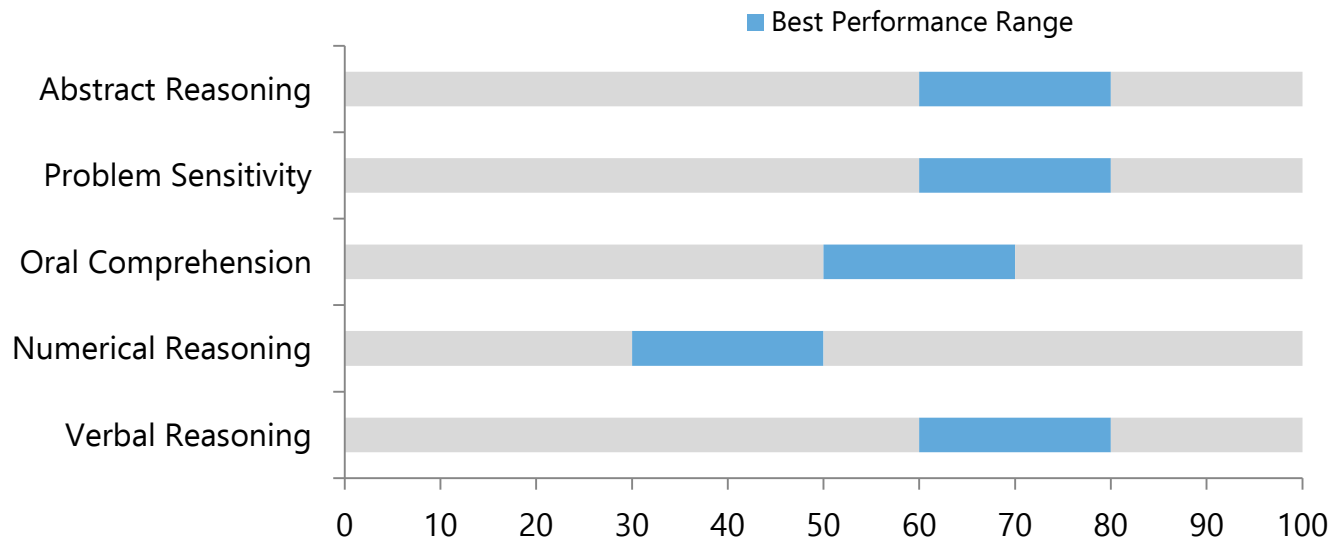


System Integration Engineer

Cognitive Skills Score for Database Architects

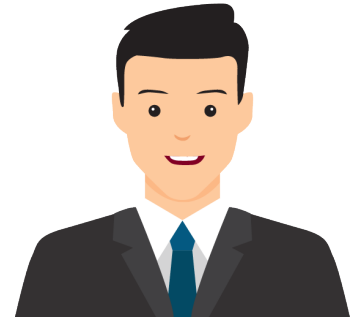
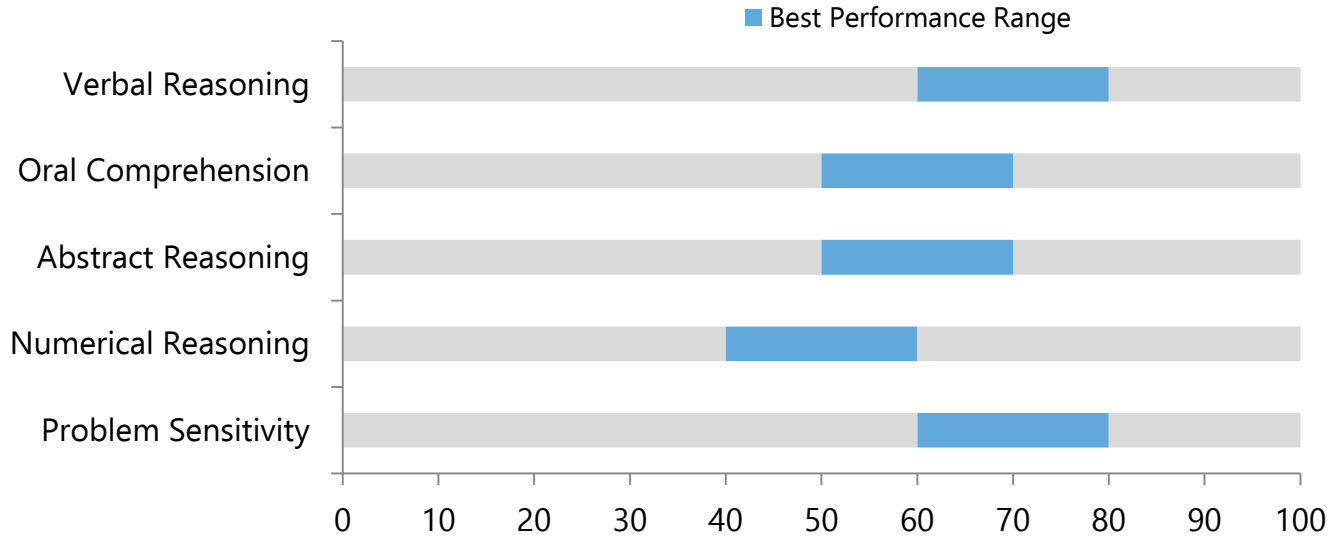


Database Architects



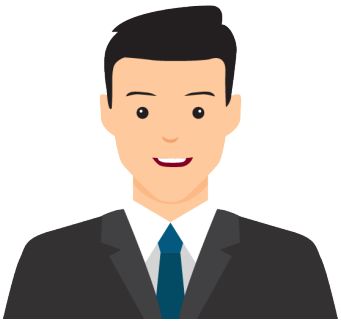
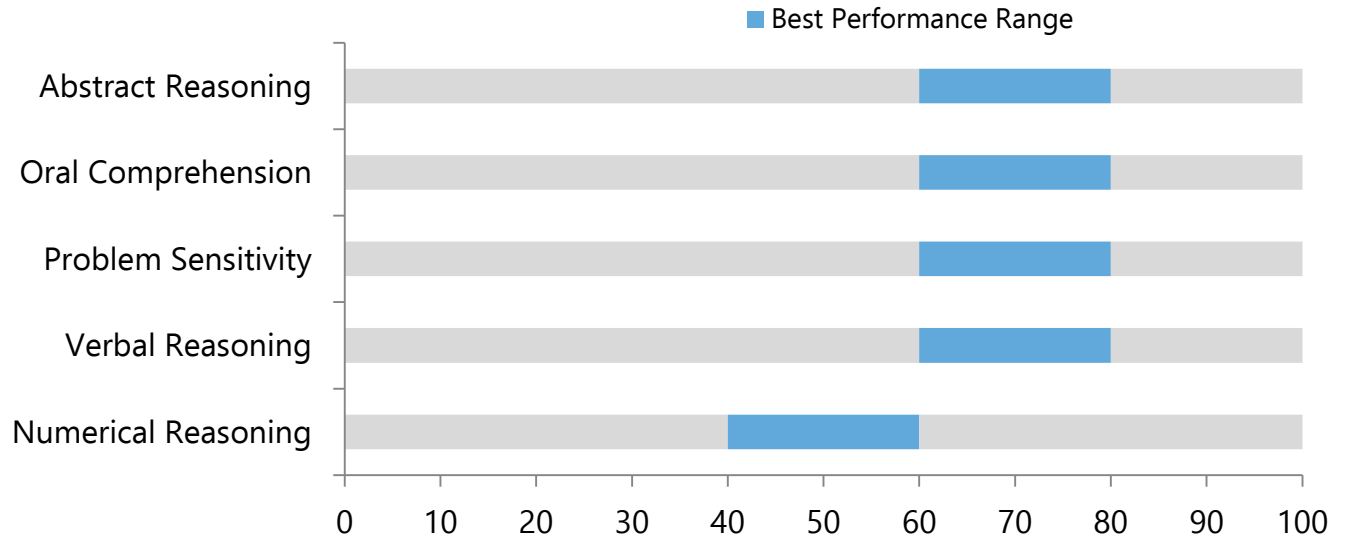


Cognitive Skills Score for IT Project Manager



IT Project Manager

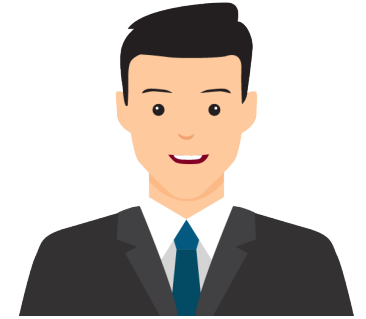
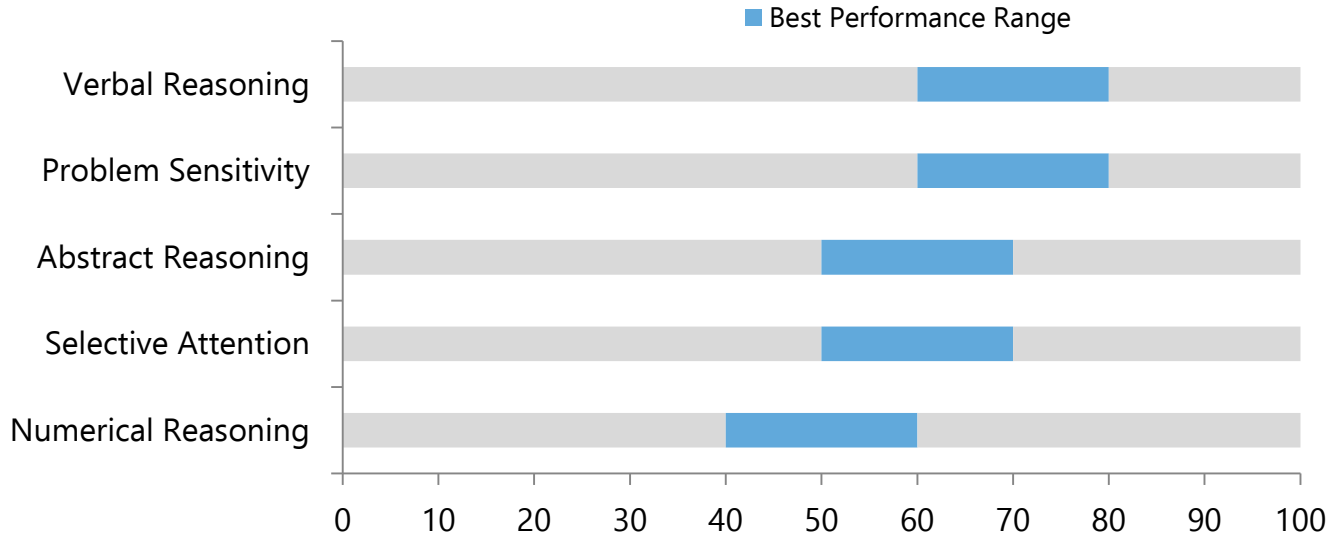
Cognitive Skills Score for Computer System Engineer



Computer System Engineer

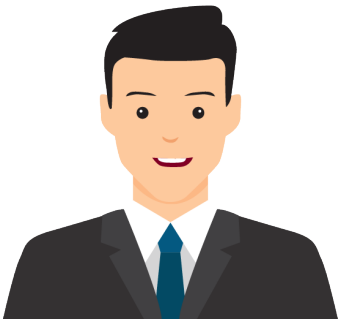
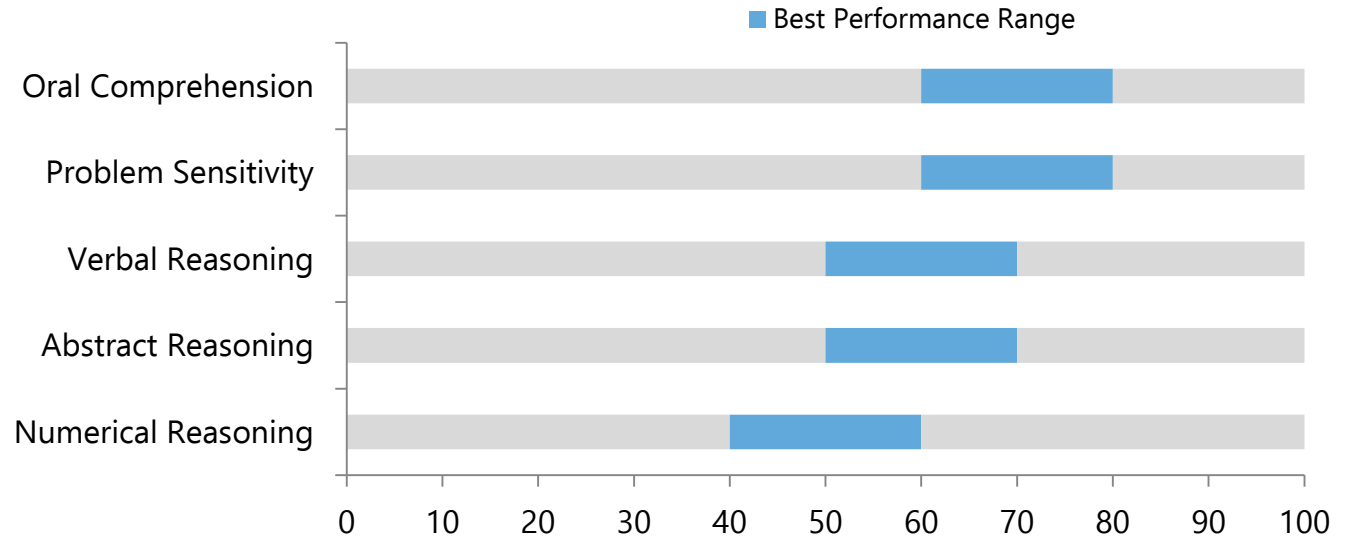


Cognitive Skills Score for Network & Computer System Admin



Network & Computer System Admin

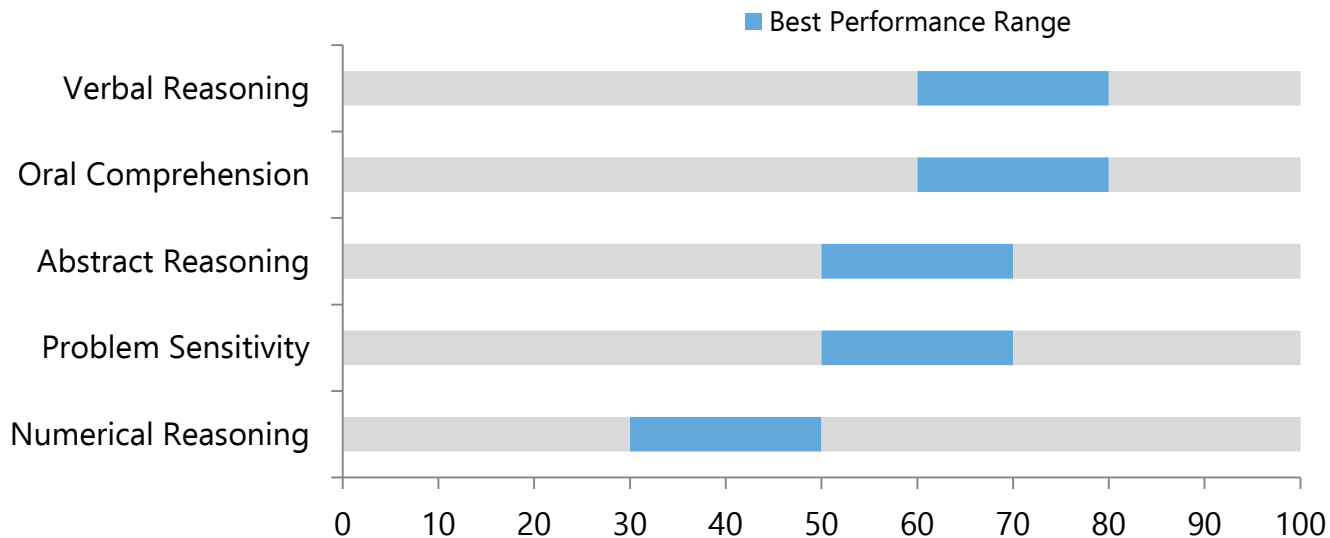
Cognitive Skills Score for Computer System Analyst



Computer System Analyst

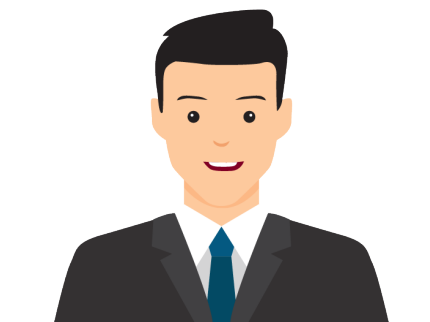


Cognitive Skills Score for Document Management Specialist

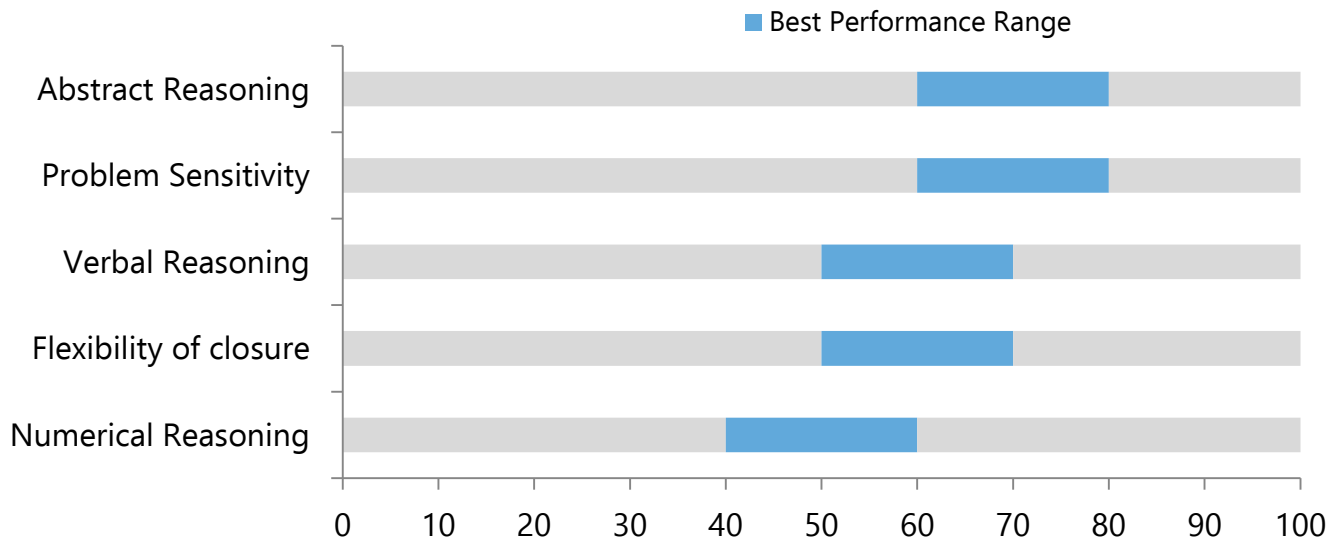


Document Management Specialist

Cognitive Skills Score for Database Administrator



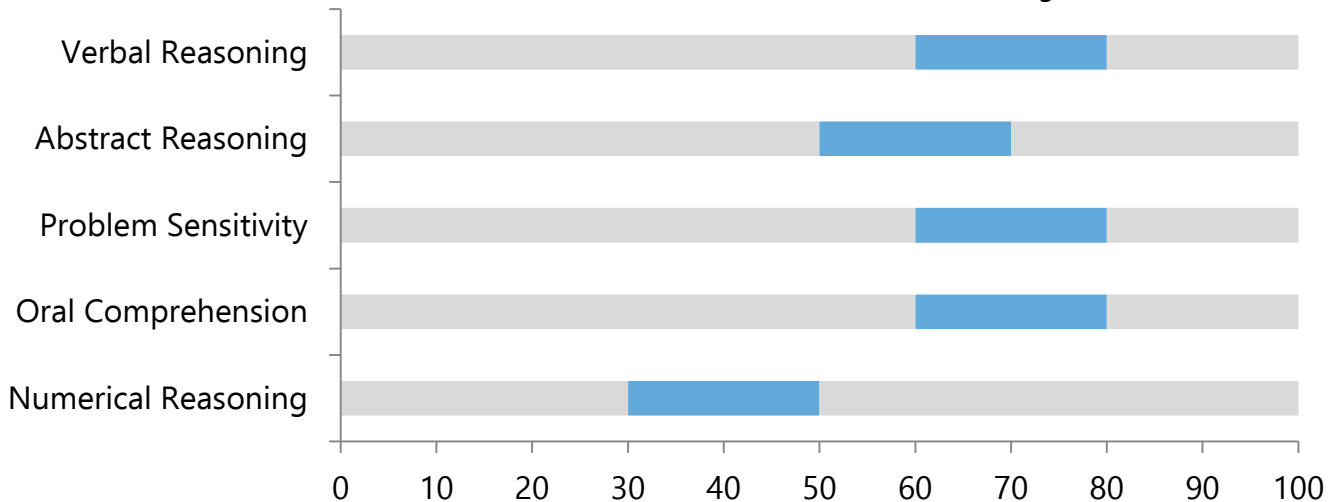
Database Administrator





Cognitive Skills Score for Web Administrator

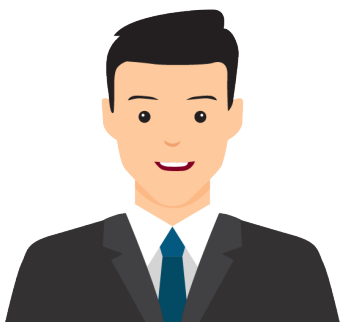
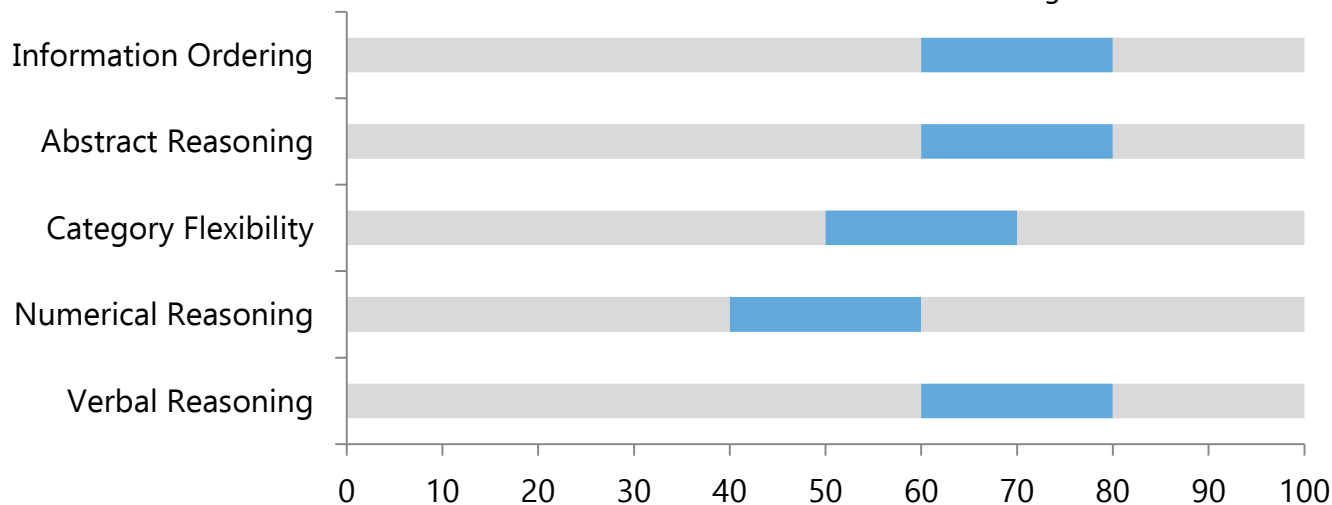
■ Best Performance Range



Web Administrator

Cognitive Skills Score for Data Warehousing Specialists

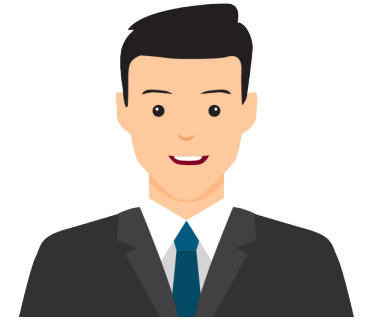
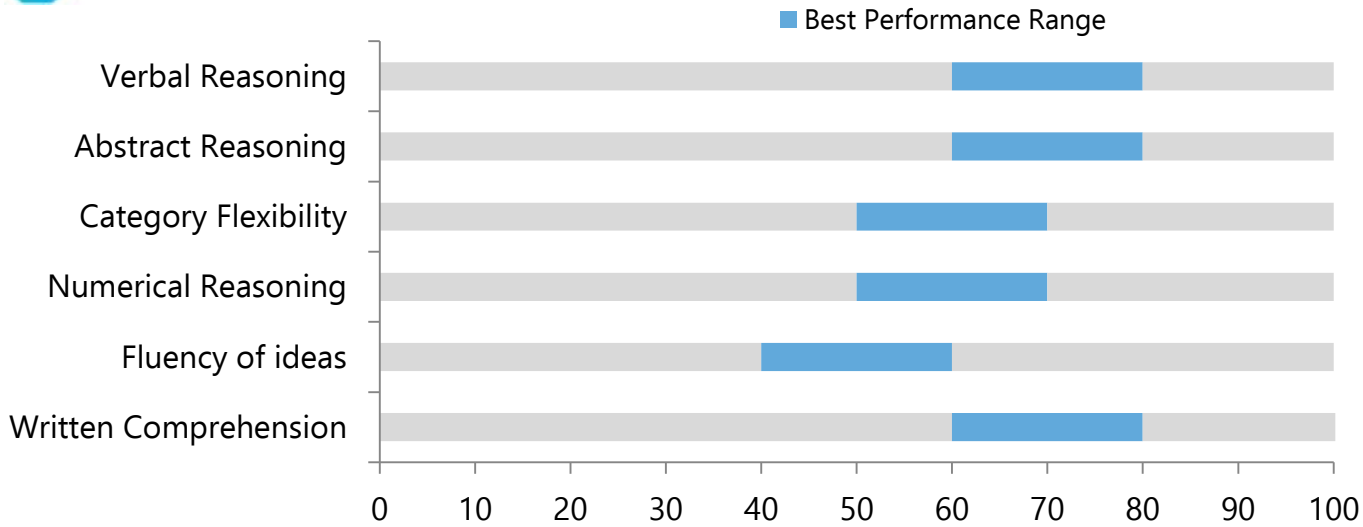
■ Best Performance Range



Data Warehousing Specialists

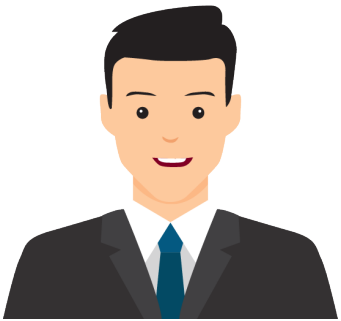
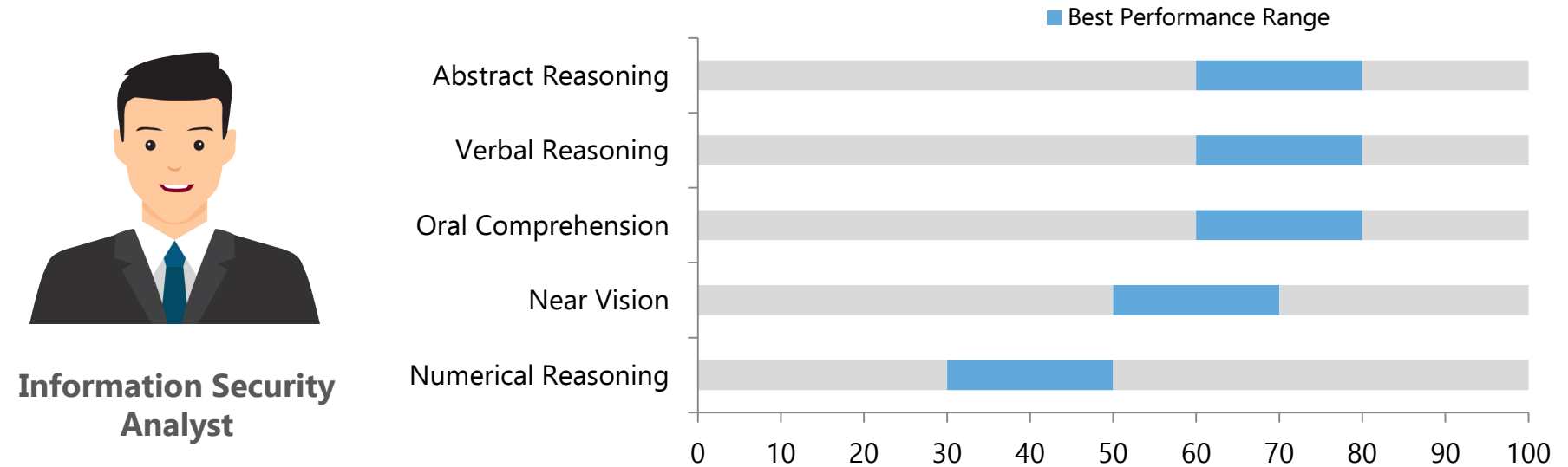


Cognitive Skills Score for Business Intelligence Analyst



Business Intelligence Analyst

Cognitive Skills Score for Information Security Analyst



Information Security Analyst



Conclusion

Pre-employment cognitive aptitude tests are highly successful at identifying the candidates who are most likely to succeed in their positions.

This guide can be used as a quick reference to locate your best performance indicators and help you make the right hiring decisions.



About Interview Mocha

The Most Comprehensive Skills Assessment Solution

Interview Mocha is the world's leading provider of pre-employment skill assessment solution with 1000+ ready skills tests & custom-made tests to recruit job-fit candidates.



What are you waiting for? Mocha Can Help You

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